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## **2011 City of San Jose - OE 3 Negotiations**

### **OE 3 Proposal - Certificates ( Waste Water, Water Distribution, CWEA)**

Employees with State Certificates above and beyond that are required of their position shall be provided five percent (5%) of the top step of the position. Employees are limited to no more than five percent (5%) regardless of the number of State Certificates above that required of the position. If the employee promotes to a position which matches his/her State Certificate, the five percent (5%) will no longer be paid. Experience may not substitute for education.